

ACBB NONDISCRIMINATION AND GENDER EQUITY

The Cartwright Elementary School District No. 83 believes in fostering a safe educational environment in which every student has equal access to all school programs and activities. To that end, the Board is committed to a policy of nondiscrimination in regard to gender identity. This policy will prevail in all matters concerning staff members, students, the public, educational programs and services, and individuals with whom the Board does business.

In order to ensure a safe school environment, schools must respond promptly and effectively to harassment of all students, including harassment based on a student's actual or perceived gender identity, transgender status, or gender transition. Discrimination, harassment, bullying, or sexual harassment complaints involving transgender students shall be handled in the same manner as other discrimination, harassment, bullying, and sexual harassment complaints.

Definitions

Gender identity: an individual's internal sense of gender. A person's gender identity may be different from or the same as the person's sex assigned at birth.

Sex assigned at birth: the sex designation recorded on an infant's birth certificate should such a record be provided at birth.

Transgender: individuals whose gender identity is different from the sex they were assigned at birth. A transgender male is someone who identifies as male but was assigned the sex of female at birth; a transgender female is someone who identifies as female but was assigned the sex of male at birth.

Gender transition: the process in which transgender individuals begin asserting the sex that corresponds to their gender identity instead of the sex they were assigned at birth. During gender transition, individuals begin to live and identify as the sex consistent with their gender identity and may dress differently, adopt a new name, and use pronouns consistent with their gender identity. Transgender individuals may undergo gender transition at any stage of their lives, and gender transition can happen swiftly or over a long duration of time.

Sexual orientation: an individual's physical or emotional attraction to the same and/or the opposite gender. Gay, lesbian, bisexual, and straight are all examples of sexual orientations. A person's sexual orientation is distinct from a person's gender identity and expression.

Gender expression: how a person manifests their gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms. It is usually an extension of their gender identity.

Gender nonconforming: a term for people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous. Other terms that can have similar meanings are gender diverse or gender expansive.

Nonbinary/Genderqueer: terms used to describe people whose gender is not exclusively male or female, including those who identify with a gender other than male or female, as more than one (1) gender, or as no gender.

Communication

When the school administration is notified by a student or the student's parent or guardian that the student will assert a gender identity that differs from previous representations or records, the school will begin treating the student consistent with the student's gender identity. A school may not require transgender students to have a medical diagnosis, undergo any medical treatment, or produce a birth certificate or other identification document before treating them consistent with their gender identity. Every student has the right to be addressed by a name and pronoun that corresponds to the student's gender identity.

Dress Code

Schools may enforce dress codes pursuant to District policy but any such dress codes may not be enforced based on gender or gender stereotypes. Students shall have the right to dress in accordance with their gender identity and expression within the constraints of District dress codes. School staff shall not enforce a dress code more strictly against transgender or gender nonconforming students than other students.

Media/Community Communication

When communicating to the media or community about issues related to gender identity or expression, the District shall have a single spokesperson to address the issue. Rather than directly commenting on the issue, all District staff shall direct parents and the media to the designated spokesperson. Protecting the privacy of transgender and gender nonconforming students must be a top priority for the spokesperson and all staff, and all personally identifiable and medical information shall be kept strictly confidential, in accordance with local, state, and federal privacy laws.

Training and Professional Development

The District will conduct periodic training of teachers, classroom aides, counselors, social workers, health staff and administrators on their responsibilities under this policy. Information regarding this policy will be incorporated into training for new school staff in these categories.

Adopted: January 28, 2021

LEGAL REF.:

20 U.S.C. 1681, Education Amendments of 1972, Title IX
Family Education Rights and Privacy Act

CROSS REF.:

[AC](#) - Nondiscrimination/Equal Opportunity

[ACA](#) - Sexual Harassment

[GBA](#) - Equal Employment Opportunity

[GCF](#) - Professional Staff Hiring

[GDF](#) - Support Staff Hiring

[JB](#) - Equal Educational Opportunities

[JK](#) - Student Discipline

[JR](#) - Student Records

[KB](#) - Parental Involvement in Education